

## *Consultancy Terms of Reference*

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### **Protecting seabirds by identifying marine Important Bird and Biodiversity Areas (IBAs) along the west coast of Africa (Alcyon Project)**

Job title : Consultant for Final Evaluation of the Alcyon project  
Timeframe: October 2016-December 2016. Final report due by 31<sup>st</sup> December 2016  
Reporting to: Alcyon Project Manager  
Start Date: 15 October 2016

#### **About BirdLife International**

BirdLife International is the largest global Partnership of non-governmental organisations (NGOs) striving to conserve birds, their habitats and global biodiversity, working with people towards the sustainable use of natural resources. In Africa, the BirdLife Africa Partnership is a growing network of 25 such organisations, with a combined total of more than 500 staff and 87,000 members. Through projects, BirdLife is active in a further 15 countries, hence overall working in a total of 40 countries.

BirdLife's work in Africa is aligned to the four pillars of the BirdLife strategy: Species, Sites and Habitats, Ecological Sustainability and People. Within this framework, the BirdLife Africa Partnership emphasises developing positive linkages between birds, biodiversity and the livelihoods of people.

The BirdLife Africa Partnership wishes to significantly reduce and reverse the rate of loss of the region's biodiversity. Our efforts to achieve this focus on conservation action for priority species, sites and habitats for bird and biodiversity conservation. We also work to empower local people to analyze threats and develop safeguard options that suit local socio-economic contexts and use existing indigenous knowledge. Furthermore, the Partnership is continuously developing alliances with both government and non-governmental agencies, to promote policies that address the most important threats to biodiversity. [read more](#)

#### **I. Introduction:**

The West African eco-region, which extends from Mauritania to Guinea including Cape Verde, is an example of an upwelling system. This attracts a huge diversity and abundance of seabirds breeding in the region, passage migrants and wintering species. This makes the region globally important for seabird conservation. For seabirds specifically, the region presents important challenges linked to their conservation, with significant numbers of certain species, endemic endangered seabird species, and even large concentrations of wintering species of the world's bird population. But, if breeding sites located on land are well-known today, and for the most part benefit from protection measures (mainly within Marine Protected Areas), in contrast, their habitats at sea are little known, and these important areas at sea are rarely included in conservation.

In order to address these challenges to conservation and potential threats to seabirds and marine biodiversity in general, the Alcyon project was introduced in 2013.

The project activities are primarily based on co-operation between several partners, including managers of MPAs hosting breeding sites; international experts, universities (African and European) and local NGOs. Results of investigations carried out jointly between specialists, managers and local communities are designed to contribute to knowledge in order to identify areas off the coast to preserve, and to put in place appropriate conservation and management measures.

The results of these investigations will first be analysed and disseminated locally, in appropriate format, during information workshops on each site. The results will be incorporated by BirdLife International and analysed with its local partners to propose the demarcation of IBA at sea. This tool will help in decision-making, which will be the basis for information and advocacy action amongst structures in charge of MPAs as well as marine natural resources management, for the implementation of specific conservation measures. BirdLife, through its different programmes, will support these different processes, by lobbying managers and decision-makers, and also the Network of Marine Protected Areas of West Africa (RAMPAO), or even the Convention on Biological Diversity (CBD) through *Ecologically or Biologically Sensitive Areas* (EBSA).

The project has three main components among other deliverables: 1) identify, prioritise and promote protection of critical habitats for seabirds (i.e. delineating of marine IBA); 2) advocate integration of mIBA into marine management and planning frameworks through effective policy engagement with regional (e.g. Abidjan Convention) and national agencies; and 3) strengthen local capacities and mobilise resources to sustain conservation actions.

## II. The Alcyon project Plan

Contribute to the protection of seabirds in West Africa, by identifying Important Areas for the Conservation of Birds (IBAs) at sea in the PRCM region.

### Objectives:

#### **1. Specific objective 1: Identify the important sites for the feeding of seabirds and the threats which face these sites in order to propose appropriate conservation measures**

This specific objective should be achieved thanks to intensive investigation activities on the 3 pilot sites (PNBA, PNDS and Santa Luzia) as well as at sea (primarily on the Dakar peninsula) on wintering species. They will be primarily about monitoring activities on breeding colonies, satellite tracking, and observation of behaviour at sea (specific missions and training of onboard observers), involving managers of breeding sites, international experts, students and local communities (fishermen).

#### **2. Specific objective 2: Strengthen the protection and sustainable management of breeding colonies of seabirds located in pilot MPAs**

In order to promote effective applied research activities, and a strong community of experts on the conservation of seabirds, the project will support strengthening of skills of key people in charge of monitoring and studying seabirds. This component of the project will be carried out in close conjunction with the CMB project, which also supports regional partners, by organizing training in monitoring waterbirds. The Alcyon project will contribute to this dynamic by strengthening this training on specific aspects of seabird colonies, and by the re-issue of a monitoring guide on seabird colonies.

### Output

- a. **Output 1:** Study feeding behaviour of seabirds on pilot MPAs.
- b. **Output 2:** Improve knowledge of wintering species.
- c. **Output 3:** Identify IBAs at sea.
- d. **Output 4:** Include recommendations from the IBA process in management plans and MPA zoning.
- e. **Output 5:** Translate the recommendations from IBA into conservation measures (incorporation into national strategies, promotion of new MPAs, & adoption of methods for the sustainable use of resources etc.
- f. **Output 6:** Include recommendations from the IBA process in international conservation mechanisms (RAMPAO, EBSA, Abidjan Convention, CMS etc.)
- g. **Output 7:** Support training of MPA guides and agents in the monitoring and protection of seabirds colonies
- h. **Output 8:** Produce a guide on monitoring seabirds
- i. **Output 9:** Undertake awareness-raising work with local communities in pilot MPAs (involvement in monitoring, information & communication)
- j. **Output 10:** Support in co-operating with tourist operators in PNDS

### III. Objectives of the Evaluation

The objectives of the end of project evaluation are:

- a. Evaluate the project design in terms of its stated objectives, strategy, and activities;
- b. Assess how well the project achieved the intended impact;
- c. Identify strengths and weaknesses of the project and
- d. Make recommendations regarding specific and innovative approaches that could be replicated in future projects.
- e. The evaluation should also identify lessons learnt that can be shared with the wider public.
- f. The evaluation will feed in the development of the second phase of the project

Specifically the end of project evaluation should address the following questions:

1. Was the project design appropriate to achieve the stated objectives and intended impacts?
2. Was a mid-term evaluation necessary and would it have helped improve the implementation of the project? If the answer is yes, what areas would have been improved?
3. Has the project been satisfactorily implemented and intended impact achieved?
4. Are the indicators identified in the logframe valid and have they been satisfactorily achieved? Are the baseline measurements appropriate to measure project impact objectively?
5. Where the project implementation and execution modalities operating effectively and efficiently? Was there a clear division of roles and responsibilities between actors? Was there effective communication between all the parties? What were the strengths and weaknesses? How could the implementation and execution modalities been improved, if there had been a midterm evaluation?
6. Regarding the national local partners from MPAs:
  - a) What do national partners think about of the collaborative approach?
  - b) How do they appreciate the contribution of the project to their capacity building and improvement of institutional organization?
  - c) What are the national partners' recommendations to improve the project and make the partnership better?
7. Overall, what kinds of corrections should have been made in order to enhance impact in line with the stated objectives?
8. Lessons learnt:
  - a) How could impact/results have been achieved more effectively or efficiently?
  - b) What has worked particularly well and could be considered 'best practice'?
  - c) What should be done differently in a similar project in the future?
  - d) What should not have been done because it had little or negative impact on the overall objective?

Special issues to be addressed:

- **Capacity of local partners of MPAs:** the capacity needs assessment of local project partners indicated that the capacity differences between partners were very wide. Key areas for development were identified and some addressed. A series of training were organised and recommendations done for their development. The evaluator should review how the impact of the capacity building of the local partners development with suggestions and recommendations for their future support in institutional organisation and conservations actions. Concrete recommendations for capacity building activities, for each MPA, will be proposed.
- **Participatory research and conservation projects:** As part of the Alcyon project, many research activities took place at key sites and made improvement in the knowledge and conservation status of migratory seabirds and their habitats along the West coast of Africa. The partners engaged local communities in implementation of these activities and developed capacity of the later to sustain the outcomes beyond the project phase. The evaluator should look carefully on impact of the

research and monitoring activities on seabirds, habitats and local community livelihood and make appropriate recommendations.

- **Partnership:** The project promoted research expert collaboration for the conservation of seabirds and biodiversity in the PRCM region, especially for the conservation of migratory seabirds and their habitats along the West African coast through a comprehensive win-win partnership of targeted actions. The evaluator should determine how well this objective has been achieved and make appropriate suggestions and recommendations for the way forward to improve the capacity of local partners in this field.

- **Long term marine strategy**

To ensure a long-term vision of seabird and marine conservation in West Africa, BirdLife International Marine Programme is developing a marine conservation strategy for the next 10 years. The evaluator should determine:

- List of relevant existing frameworks, documents, action plans to address unsustainable practices that threatens the conservation of seabirds in West Africa;
- Overall picture of current activities (projects, organizations and donors engaged) on the topics of interest;
- What is currently missing regarding ongoing initiatives, to really make a difference (i.e. identification of gaps amongst and within initiatives);
- What could be the main entry points/lever for action to achieve meaningful results by 2022;
- Activities that BirdLife should engage in or to develop;
- The role that BirdLife could play in collaboration with other international and local organisations in the implementation of this strategy and action plan;
- Estimate budget for specific activities of interest to BirdLife.

#### **IV. Products Expected from the Evaluation**

A report, which should be structured as follows

##### **IV.1 Acronyms and Terms**

##### **IV.2 Executive Summary**

The executive summary should briefly explain how the evaluation was conducted and provide a summary of contents of the report and its findings.

##### **IV.3 Introduction**

The introduction should contain the purpose of the evaluation, key issues addressed, methodology of the evaluation, structure of the evaluation

##### **IV.4 The Project and its context**

This section should include the project start and its duration, issues that the project seeks to address. It should describe how effectively the project concept and design can deal with the situation, with focus on the consistency and logic of the project strategy and logical framework. Planning documents i.e., the project document (especially the logical framework and matrix) and work plans should be reviewed. It will also describe methodology and results of review project design and implementation.

##### **IV.5 Implementation**

This should focus on the execution and implementation modalities, coordination and operation issues, adequacy of monitoring mechanisms. Review whether the activities and outputs were completed within budget and on schedule. The indicators at the output level will help determine implementation progress.

#### **IV.6 Project results**

This section should be an assessment of how successful the project was in terms of achieving its specific and overall objectives. It should also try to answer the question: What happened and why? The impact indicators in the logframe matrix are crucial in the completion of this section.

#### **IV.7 Findings**

List the main points or conclusions of the evaluation.

#### **IV.8 Recommendations**

The evaluator should be as specific as possible. S/he should indicate to whom the recommendations are addressed and what exactly should be taken in account for the improvement of the 2<sup>nd</sup> phase project proposal.

#### **IV.9 Lessons learned**

This is a list of lessons that will be useful for the preparation of the 2<sup>nd</sup> phase of the project and may be for similar projects in the future or elsewhere.

#### **IV.10 Specific recommendation to the implementation of BLI marine strategy**

#### **IV.11 List of Annexes (Terms of Reference, Itinerary, Persons contacted and interviewed)**

### **V. Methodology of the evaluation**

The consultant will begin the evaluation with a review of key project documentation including key reports and correspondence. It will include visits to Senegal and Cape Verde. Skype meeting will be organised with other implementing partners and other project partners. Field visits to the project site at MPAs of Santa Luzia (Cape Verde) and in Senegal (National Park of Saloum Delta). The Evaluator will meet with NGOs (Biosfera in particular), University research teams (*Département de Biologie Animale, Institut Universitaire Pêches et Aquaculture* of UCAD-Senegal) National Parks Officials and other Partners (including seabirds Researchers from Europe).

### **VI. The evaluation process**

#### **VI.1 Evaluation Team.**

Evaluation will be done by one International consultant.

#### **VI.2 Competencies**

##### ***Essential***

The external consultant must:

- Have demonstrable experience with result-based management evaluation methodologies
- Have strong analytical skills
- Have demonstrated expertise in qualitative evaluation methodologies,
- Have demonstrable experience of preparing quality final evaluation reports in English
- Have experience in capacity building project evaluation and national NGO coaching
- A background in biodiversity and conservation /related subject

##### ***Desirable***

- Previous experience of evaluating and assessing the impact of conservation projects, especially conservation of birds.
- Spoken and written French and English for interviews and reviewing documents

#### **VI.3 Travel and logistics**

Travel to Senegal and Cape Verde and logistic arrangements for the consultancy are outlined in the table 1:

**Table 1:** Travel and logistic arrangements to and from Senegal, to and from Mauritania

Activity	Who?	When?
1. Travel to Senegal	Consultant	October 16, 2016
2. Accommodation and logistics in Senegal	BirdLife and consultant	October 16-22, 2016
3. Travel to and from Cape Verde	Consultant	October 23 and 25, 2016
4. Accommodation and other logistics in Cape Verde	Biosfera and Consultant	October 23-25, 2016
5. Travel from Senegal	Consultant	26, October 2016

#### VI.4 Activities and timing

The activities and duration of the consultancy which will last for 17 days are outlined in the table 2.

**Table 2:** Activities and duration

Activity	Duration	Deadline
BirdLife to provide all relevant documents to consultant including the approved project proposal document; original project logframe; amended logframes; Annual Project Reports, including financial information; case studies; other technical reports produced		October 10 <sup>th</sup> , 2016
Desk study of project documents and various reports provided by BirdLife International	1 days	October 15, 2016
Travel to Senegal	1 day	October 17, 2016
Meeting with Project Manager, MAVA, UCAD, DPN, Seabirds Research Specialists, BIMP team	2 days	October 18-19, 2016
Attending Alcyon 1 Wrap Up symposium	1 day	October, 20 <sup>th</sup> , 2016
Attending Alcyon 2 Strategic / Action Plans development Workshop	2	October, 21-22, 2016
Travel to Cape Verde	1 day	October, 23 <sup>rd</sup> , 2016
Site visit to MPA of Santa Lusia and meetings with partners	2 days	October 24-25, 2016
Preparation of field report and debrief on field visit	1/2 day	October, 26, 2016
Travel back to Dakar	1/2 day	October, 26, 2016
Preparation of input to the BirdLife's long term strategy Action Plan development	1	
Preparation of draft report	3 days	
Draft report sent to BirdLife International		November 15, 2016
Draft report with comments returned to consultant		December 15, 2016
Final report sent to BirdLife International	2 day	December 31, 2016.
<b>Total</b>	<b>17 days</b>	

#### VII. Tender Requirements

Consultants meeting the person specific requirements should email their tender [recruitment-west-africa@birdlife.org](mailto:recruitment-west-africa@birdlife.org) by **Wednesday 16<sup>th</sup> September 2016**. Please ensure you email a copy to Ms. Justine Dossa at [justine.dossa@birdlife.org](mailto:justine.dossa@birdlife.org).

#### Application procedure

This tender should be comprised of the following

- Technical and financial proposal
- Cover page, explaining why you are the most suitable candidate for the work
- Personal CV including past experiences in relevant field/area: this should clearly demonstrate how you meet the person specific requirement, be 3 page maximum, include 2 professional referees, including one former client who knows your work